Fire Pay Increase History and Association's Wage Proposal of 0, 3, 3, 3 %

| Fiscal Year | Across the Board Wage Increase | Average Sick Leave Payout* | Annual 5% step, estimated 49.29% receive | Average Longevity Increase | Wage increase + Sick Leave Payout + Step Increase + Longevity Increase | Pay Scale Date | Annual CPI-U Increase | _ _ |
|--|--|----------------------------|--|----------------------------------|--|----------------------|-----------------------------|--------------|
| FY 2018 | 3.00% | 4.0% | 2.46% | 0.10% | 9.6% | 9/1/2018 | _ | |
| FY 2017 | 3.00% | 4.0% | 2.46% | 0.10% | 9.6% | 9/1/2017 | | |
| FY 2016 | 3.00% | 4.0% | 2.46% | 0.10% | 9.6% | 9/1/2016 | | |
| FY 2015 | 0.00% | 4.0% | 2.46% | 0.10% | 6.6% | 9/1/2015 | 1.62% | 2014 vs 2013 |
| FY 2014 | 1.0% | 4.3% | 2.46% | 0.10% | 7.9% 0 | 3/1/2014 | 1.46% | 2013 vs 2012 |
| FY 2013 | 0.5% | 3.3% | 2.46% | 0.10% | 6.4% | 3/1/2013 | 2.07% | 2012 vs 2011 |
| FY 2012 | 0.0% | | 2.46% | 0.10% | 2.6% 0 | | 3.16% | 2011 vs 2010 |
| FY 2011 | 0.0% | | 2.46% | 0.10% | 2.6% 0 0 | 12/13/2011 | 1.64% | 2010 vs 2009 |
| FY 2010 | 3.0% | | 2.46% | 0.11% | 5.6% 0 | 1/3/2010 | -0.36% | 2009 vs 2008 |
| FY 2009 | 3.0% | | 2.46% | 0.11% | 5.6% 0 0 | 1/4/2009 | 3.84% | 2008 vs 2007 |
| FY 2008 | 4.0% | | 2.46% | 0.12% | 6.6% 0 | 3/18/2008 | 2.85% | 2007 vs 2006 |
| FY 2007 | 2.0% | | 2.46% | 0.12% | 4.6% | 8/5/2007 | 3.23% | 2006 vs 2005 |
| FY 2007 | 1.0% | | | | 1.0% | 11/12/2006 | | |
| FY 2006 | 2.0% | | 2.46% | 0.12% | 4.6% | 6/1/2006 | 3.39% | 2005 vs 2004 |
| FY 2006 | 1.0% | | | | 1.0% | 9/1/2005 | 1 | |
| FY 2005 | 2.0% | | 2.46% | 0.12% | 4.6% 0 | 6/1/2005 | 2.66% | 2004 vs 2003 |
| FY 2004 | 1.0% | | 2.46% | 0.13% | 3.6% | 9/1/2004 | 2.28% | 2003 vs 2002 |
| FY 2004 | 2.0% | | 2 460/ | 0.110/ | 2.0% | 6/1/2004 | 1.58% | 2002 vs 2001 |
| FY 2003 FY 2003 | 2.0% | | 2.46% | 0.11% | 3.6% 2.0% | 9/1/2003 6/1/2003 | 1.58% | 2002 VS 2001 |
| 1 1 2003 | 2.0/0 | | | | 2.0/0 | 0/1/2003 | CPI-U | Difference |
| SUM FY03 to FY14 | 25.5% | 7.6% | 29.6% | 1.3% | 64.0% | | 27.8% | 36.2% |
| Last 5 years, FY10 to FY14 | 4.5% | 7.6% | 12.3% | 0.5% | 24.9% | | 8.0% | 17.0% |
| Association's Proposed Increases FY 15 to FY 18 | 9.0% | 16.0% | 9.8% | 0.4% | 35.2% | | 1.6% | 33.6% |

^{*} Average sick leave payout for those participating in payout program each year.

Fire Pay Increase History and City's Wage Proposal

| Fiscal Year | Across the Board Wage Increase | Average Sick Leave Payout* | Annual 5% step, estimated 49.29% receive | Average Longevity Increase | Wage increase + Sick Leave Payout + Step Increase + Longevity Increase | Pay Scale Date | Annual CPI-U Increase | - - <u>CPI-U Year</u> |
|---|--|----------------------------|--|----------------------------------|--|----------------------|-----------------------------|-----------------------------|
| FY 2018 | 0.25% | 4.0% | 2.46% | 0.10% | 6.8% | 3/1/2018 | | |
| | / | | | 2 | | 0111001 | | |
| FY 2017 | 0.50% | 4.0% | 2.46% | 0.10% | 7.1% | 3/1/2017 | - | |
| FY 2016 | 0.25% | 4.0% | 2.46% | 0.10% | 6.8% | 3/1/2016 | | |
| FY 2015 | 1.25% | 4.0% | 2.46% | 0.10% | 7.8% | 3/1/2015 | 1.62% | 2014 vs 2013 |
| FY 2014 | 1.0% | 4.3% | 2.46% | 0.10% | 7.9% | 3/1/2014 | 1.46% | 2013 vs 2012 |
| | | | | | 0 | | | |
| FY 2013 | 0.5% | 3.3% | 2.46% | 0.10% | 6.4% | 3/1/2013 | 2.07% | 2012 vs 2011 |
| FY 2012 | 0.0% | | 2.46% | 0.10% | 2.6% 0 | | 3.16% | 2011 vs 2010 |
| FY 2011 | 0.0% | | 2.46% | 0.10% | 2.6% | 12/13/2011 | 1.64% | 2010 vs 2009 |
| 2011 | 0.070 | | 2. 1070 | 0.1070 | 0 | 12/ 13/ 2011 | 1.0170 | 2010 10 2003 |
| | | | | | 0 | | | |
| FY 2010 | 3.0% | | 2.46% | 0.11% | 5.6% 0 | 1/3/2010 | -0.36% | 2009 vs 2008 |
| FY 2009 | 3.0% | | 2.46% | 0.11% | 5.6% | 1/4/2009 | 3.84% | 2008 vs 2007 |
| | | | | | 0 | | | |
| | 1.00/ | | 2.450/ | 0.400/ | 0 | 2/42/2222 | 2.050/ | 2007 2006 |
| FY 2008 | 4.0% | | 2.46% | 0.12% | 6.6% 0 | 3/18/2008 | 2.85% | 2007 vs 2006 |
| FY 2007 | 2.0% | | 2.46% | 0.12% | 4.6% | 8/5/2007 | 3.23% | 2006 vs 2005 |
| FY 2007 | 1.0% | | | | 1.0% | 11/12/2006 | | |
| FY 2006 | 2.0% | | 2.46% | 0.12% | 4.6% | 6/1/2006 | 3.39% | 2005 vs 2004 |
| FY 2006 FY 2005 | 1.0% 2.0% | | 2.46% | 0.12% | 1.0% 4.6% | 9/1/2005 6/1/2005 | 2.66% | 2004 vs 2003 |
| 11 2003 | 2.0% | | 2.4070 | U.1270 | 4.6% | 0/ 1/ 2003 | 2.00% | 2004 VS 2003 |
| FY 2004 | 1.0% | | 2.46% | 0.13% | 3.6% | 9/1/2004 | 2.28% | 2003 vs 2002 |
| FY 2004 | 2.0% | | | | 2.0% | 6/1/2004 | | |
| FY 2003 | 1.0% | | 2.46% | 0.11% | 3.6% | 9/1/2003 | 1.58% | 2002 vs 2001 |
| FY 2003 | 2.0% | | | | 2.0% | 6/1/2003 | | |
| CLINA | 1 | | | | | | CPI-U | Difference |
| SUM FY03 to FY14 | 25.5% | 7.6% | 29.6% | 1.3% | 64.0% | | 27.8% | 36.2% |
| Last 5 years, FY10 to FY14 | 4.5% | 7.6% | 12.3% | 0.5% | 24.9% | | 8.0% | 17.0% |
| City's Proposed Increases FY 15 to FY 18 | 2.3% | 16.0% | 9.8% | 0.4% | 28.5% | | 1.6% | 26.9% |

^{*} Average sick leave payout for those participating in payout program each year.